

RULES AND PUBLIC POLICY COMMITTEE

DATE: January 11, 2011

CALLED TO ORDER: 5:35 p.m.

ADJOURNED: 5:57 p.m.

ATTENDANCE

ATTENDING MEMBERS

Robert Lutz, Chairman
Monroe Gray
Angela Mansfield
Michael McQuillen
Angel Rivera
Joanne Sanders
Ryan Vaughn

ABSENT MEMBERS

Bob Cockrum

AGENDA

PROPOSAL NO. 266, 2010 - appoints Donald Harmon to the Common Construction Wage Committee for Wayne Township
"Do Pass As Amended" Vote: 7-0

PROPOSAL NO. 225, 2010 - amends the Code requiring the Purchasing Division to adopt rules to give a preference to Indiana businesses pursuant to IC 5-22-15-20 and to companies participating in the Indiana Business Plan
"Tabled" Vote: 7-0

PROPOSAL NO. 377, 2010 - amends the Code allowing taxpayer donations to the county with property tax payments, establishes a separate fund for such donations and establishes a board to determine permissible expenditures from such funds
"Postponed" until 02/01/2011 Vote: 7-0

FISCAL IMPACT STATEMENTS OF COLLECTIVE BARGAINING AGREEMENTS FOR INDIANAPOLIS METROPOLITAN POLICE DEPARTMENT and INDIANAPOLIS FIRE DEPARTMENT – Samantha Karn, Corporation Counsel; Jeff Spalding and Julie Keen, Office of Finance and Management; Chief Paul Ciesielski, Indianapolis Metropolitan Police Department; Chief Brian Sanford, Indianapolis Fire Department
"Accepted" Vote: 7-0

RULES AND PUBLIC POLICY COMMITTEE

The Rules and Public Policy Committee of the City-County Council met on Tuesday, January 11, 2011. Chairman Robert Lutz called the meeting to order at 5:35 p.m. with the following members present: Monroe Gray, Angela Mansfield, Michael McQuillen, Angel Rivera, Joanne Sanders and Ryan Vaughn. Bob Cockrum was absent. General Counsel Robert Elrod represented Council staff.

Chairman Lutz asked Committee members to introduce themselves and indicate which portion of the county they represent.

PROPOSAL NO. 266, 2010 - appoints Donald Harmon to the Common Construction Wage Committee for Wayne Township

Councillor McQuillen moved , seconded by Councillor Vaughn, to “Amend” Proposal No. 266, 2010 to substitute the name John Hartsock for Donald Harmon everywhere it appears in the proposal, including the digest. The motion carried by a vote of 7-0.

Mr. Hartsock stated that he just turned 80 years old in December and has served as a precinct committeeman for close to 40 years. He said that he has quite an education through the Air Force and other job-related classes, volunteer activities and community endeavors over the years.

Chairman Lutz asked if Mr. Hartsock resides in Wayne Township. Mr. Hartsock answered in the affirmative.

Councillor Sanders asked Mr. Hartsock if he has any knowledge about the common construction wage committee. Mr. Hartsock stated that he does not, but is eager to learn all he can. He added that Chairman Lutz has agreed to provide him with information on this committee and what it does. He said that he will do the best job that he can. Councillor Sanders asked Mr. Hartsock’s opinion regarding the value of a person’s work as it relates to wages. Mr. Hartsock stated that any employed person needs to make a liveable wage, no matter what type of job they have. Councillor Sanders stated that she is glad to hear that, as she also believes no one should work in their community without being able to also enjoy a decent quality of life in that same community.

Councillor McQuillen moved, seconded by Councillor Rivera, to send Proposal No. 266, 2010 to the full Council with a “Do Pass As Amended” recommendation. The motion carried by a vote of 7-0.

PROPOSAL NO. 225, 2010 - amends the Code requiring the Purchasing Division to adopt rules to give a preference to Indiana businesses pursuant to IC 5-22-15-20 and to companies participating in the Indiana Business Plan

Chairman Lutz stated that he spoke with Councillor Vernon Brown, the sponsor of this proposal, this afternoon, and Councillor Brown asked that the committee table the proposal.

Councillor Gray moved, seconded by Councillor Rivera, to "Table" Proposal No. 225, 2010. The motion carried by a vote of 7-0.

PROPOSAL NO. 377, 2010 - amends the Code allowing taxpayer donations to the county with property tax payments, establishes a separate fund for such donations and establishes a board to determine permissible expenditures from such funds

As sponsor of the proposal, Councillor Rivera moved, seconded by Councillor McQuillen, to "Postpone" Proposal No. 377, 2010 until February 1, 2011. The motion carried by a vote of 7-0.

FISCAL IMPACT STATEMENTS OF COLLECTIVE BARGAINING AGREEMENTS FOR INDIANAPOLIS METROPOLITAN POLICE DEPARTMENT and INDIANAPOLIS FIRE DEPARTMENT – Samantha Karn, Corporation Counsel; Jeff Spalding and Julie Keen, Office of Finance and Management; Chief Paul Ciesielski, Indianapolis Metropolitan Police Department; Chief Brian Sanford, Indianapolis Fire Department

Samantha Karn, Corporation Counsel, stated that she will first address the Fraternal Order of Police (FOP) contract, as it was completed first. She said that negotiations for this contract began on February 10, 2010, and they have come to an agreement with which both parties are happy. She said that the contract includes no salary increase for 2011, a 1% increase for 2012 and a 3% increase for 2013 and 2014, with an option to re-open negotiations. Jeff Spalding, City Controller, stated that the trigger for re-opening negotiations is related to revenues being available to the enterprise to support these activities. He said that the way the contract is drafted ties the ability to re-open negotiations to a calculation used and established in the Indiana Code to determine the amount of revenue available for a municipal entity. He said that this calculation is linked to growth in personal income and is tied to taxing limits set by the state. If the city cannot generate sufficient revenue to provide this 3% increase, they can then re-negotiate that aspect of the contract. Ms. Karn added that this is a two-way re-opener, and the Union can also come back to the city and ask them to re-open negotiations if the revenues are above those required for the salary increases and benefits provided for in the contract.

Chairman Lutz asked if the city administration thinks these increases are attainable. Mr. Spalding said that he believes they are, with the caveat that revenues are available to

support the increases. Chairman Lutz asked if the circuit breaker has an impact on these increases. Mr. Spalding said that the circuit breaker is always a factor.

Councillor Mansfield asked if it is common to have contracts that overlap into another elected term. Ms. Karn responded in the affirmative and said that the last one was for four years, also, and bridged two administrations.

Councillor Gray asked if the contract is not re-opened, if the officers will receive the 3% raise. Mr. Spalding responded that they will receive the 3% increase in years 2013 and 2014 if the contract is not re-opened. Councillor Gray asked if they could re-open negotiations and increase to 5%. Ms. Karn stated that the increase could go up or down depending on the trigger. She said that it does not mean that they have to re-open negotiations, but just that they have that option. She added that she hopes that increase can be provided.

Councillor Rivera asked if, other than salaries and benefits, there are any other significant changes in the contract. Ms. Karn said that any financial items that were affected are outlined in the impact statements (attached as Exhibit A). She added that there were no major language items that changed.

Chairman Lutz called for public testimony at 5:49 p.m. William Owensby, FOP president, stated that they are happy with the contract in light of the current economic climate, and find it to be very fair.

Councillor Vaughn moved, seconded by Councillor Sanders, to accept the fiscal impact statement of the contract and recommend finalization of the collective bargaining agreement. The motion carried by a vote of 7-0.

Ms. Karn said that the contract for the Indianapolis Fire Department (IFD) is similar to that of the Indianapolis Metropolitan Police Department (IMPD), but with some added options such as physical fitness bonuses, perfect attendance bonuses, and a post-employment health plan.

Chairman Lutz asked what the House Maintenance Fund is. Ms. Karn stated that each station house receives a certain dollar allotment per station member, and these funds are used to purchase items needed for the station house, such as a chair or new refrigerator. Chairman Lutz asked who makes the decision as to how that money is spent and what is purchased. Ms. Karn stated that the decision is made by the members of the firehouse. Councillor Gray stated that there is a standard process they go through to use those funds.

Councillor Sanders asked with regard to the deferred compensation if members are still allowed to have designated amounts, as it looks as though no match is allowed because this is frozen. Ms. Karn stated that the match is frozen at \$37.50 per pay, but if the firefighter pays into this, then they can still receive the match up to \$37.50.

Councillor Sanders asked how that is a freeze. Ms. Karn said that with the last contract, the maximum amount that the city contributed per pay increased each year, but this time it did not. Councillor Sanders asked about the longevity being frozen. Ms. Karn said that the schedule itself is frozen at the levels of the last contract, but members can still move up within the levels of the approved schedule.

Chairman Lutz called for public testimony at 5:54 p.m.

Tom Hanify, president of the Professional Firefighters Union of Indiana, and lead negotiator for IFD, confirmed that it is common for a four-year contract to straddle administrations, and this process seems to work and provide stability as administrations change hands. He said that looking back over the 25 years he has been involved in negotiations, this was probably the hardest negotiation period, because of the difficult economic times. He said that the team was creative, worked hard and listened well. He said that they are not entirely happy with it, but he does not think the administration is either, and therefore it is probably a good contract. He said that firefighting is a very stressful job, both physically and mentally, and he is glad to see the creative incentives added for members to stay fit and exhibit good attendance. He added that he appreciated the working relationship between parties and believes this is a fair package both to members and the citizens of Indianapolis.

Councillor Vaughn moved, seconded by Councillors Sanders and Gray, to accept the fiscal impact statement of the contract and recommend finalization of the collective bargaining agreement. The motion carried by a vote of 7-0.

There being no further business, and upon motion duly made, the Rules and Public Policy Committee was adjourned at 5:57 p.m.

Respectfully Submitted,

Robert Lutz, Chairman

RL/ag

To: Robert Lutz, Chair, Rules and Public Policy Committee
CC: Robert Elrod, Counsel to the Council
Jim Steele, Council CFO
From: Jeff Spalding, Controller, Office of Finance and Management
Samantha Karn, Corporation Counsel
Date: January 11, 2011
Re: Fiscal Impact Statement for City's Contract with the Indianapolis Professional Fire Fighters, Local 416

On behalf of the parties to the tentative agreement between the City of Indianapolis and the Indianapolis Professional Fire Fighters, Local 416 ("Local 416"), we respectfully submit the fiscal impact statement for the agreement and request that it be placed on the agenda for the Rules and Public Policy Committee meeting for January 11, 2011.

The Employer/Employee Cooperation Procedure, commonly referred to as the Collective Bargaining Ordinance, was passed by the City County Council on August 6, 2001. Section 291-610 of that ordinance requires the city to submit a fiscal impact statement to the Rules and Public Policy Committee of the City County Council for review, once a tentative agreement has been reached by the bargaining parties.

The City and Local 416 began negotiations for a new contract for the fire fighters in the summer of 2010. The parties have now reached a tentative agreement. The agreement provides that the base pay for fire fighters will not increase in 2011. In 2012, the wage increase is 1%. In 2013 and 2014, the wage increase is 3% with a reopener. The reopener is based on the state ad valorem property tax and can be triggered such that the City and/or Local 416 could choose to reopen the contract, strictly regarding wages and healthcare.

The City froze its maximum contribution to a fire fighters deferred compensation account - \$37.50 per pay for 2011-2014. The general provision states that the City will contribute \$.25 for every \$1.00 that an officer contributes into his/her 457(b) account. The City also froze the longevity schedule, but fire fighters will continue to move through the steps of the schedule.

The House Captain pay has been raised to \$1,000 for 2011, and \$1,200 for 2012, 2013, and 2014. Additionally, the maintenance fund will remain constant, at \$75 per station member per year for 2011. It will be raised to \$85 per station member per year for 2012, \$95 per station member per year for 2013, and \$105 per station member per year for 2014. A physical fitness bonus is available at a maximum of \$400 per year, with requirements. Fire fighters are eligible for a perfect attendance bonus at a maximum of \$1000 per year.

The attached fiscal impact statement is broken down by each economic term of the agreement. If you have any questions regarding the fiscal impact statement or require further information, please contact Samantha Karn at 327-4055 or Jeff Spalding at 327-5722.

**FISCAL IMPACT STATEMENT
OF THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
CONSOLIDATED CITY OF INDIANAPOLIS, MARION COUNTY
AND THE
INDIANAPOLIS METROPOLITAIN PROFESSIONAL FIRE FIRGHTERS
UNION
LOCAL 416
AS THE EXCLUSIVE REPRESENTATIVE OF
INDIANAPOLIS FIRE FIGHTERS**

AGREEMENT SUMMAY **FOUR-YEAR AGREEMENT: 2011 - 2014**

Total Estimated Fiscal Impact. The total estimated impact of the proposed Agreement is summarized below:

Fiscal Impact: 2011 - 2014						
	2010 Base	2011 Diff from Base	2012 Diff from Base	2013 Diff from Base	2014 Diff from Base	CUMULATIVE ADD'L COST V. BASE
A. Salary Related Items						
Salary	\$ 70,972,931	\$ -	\$ 709,729	\$ 2,860,209	\$ 5,075,203	\$ 8,645,142
Longevity	\$ 3,799,433	\$ 239,237	\$ 480,277	\$ 718,977	\$ 955,397	\$ 2,393,887
Clothing Allowance	\$ 460,800	\$ -	\$ 288,000	\$ 576,000	\$ 576,000	\$ 1,440,000
Meal Allowance	\$ 460,800	\$ -	\$ -	\$ -	\$ -	\$ -
EMT Pay	\$ 597,600	\$ -	\$ -	\$ -	\$ -	\$ -
Medic Pay	\$ 452,400	\$ -	\$ -	\$ -	\$ -	\$ -
Deferred Comp Matching	\$ 829,440	\$ -	\$ (21,600)	\$ (21,600)	\$ (21,600)	\$ (64,800)
RHIF Contribution/PEHP*	\$ 691,200	\$ -	\$ 288,000	\$ 288,000	\$ 288,000	\$ 864,000
PERF Contribution	\$ 15,604,733	\$ 97,213	\$ 274,804	\$ 672,858	\$ 1,082,160	\$ 2,127,035
TOTAL SALARY ITEMS	\$ 93,869,337	\$ 336,450	\$ 2,019,210	\$ 5,094,444	\$ 7,955,161	\$ 15,405,264
B. Non Salary Related Items						
Housework Fund (Maint. Fund)	\$ 75,375	\$ -	\$ 10,050	\$ 20,100	\$ 30,150	\$ 60,300
House Capitans Pay	\$ 6,300	\$ 35,700	\$ 44,100	\$ 44,100	\$ 44,100	\$ 168,000
Physical Fitness Bonus*	\$ -	\$ -	\$ -	\$ 448,800	\$ 448,800	\$ 897,600
Perfect Attendance Bonus*	\$ -	\$ -	\$ -	\$ 897,600	\$ 897,600	\$ 1,795,200
Holiday Bonus	\$ 874,289	\$ -	\$ 8,712	\$ 35,202	\$ 62,487	\$ 106,400
TOTAL NON-SALARY ITEMS	\$ 955,964	\$ 35,700	\$ 62,862	\$ 1,445,802	\$ 1,483,137	\$ 3,027,500
TOTAL OVERALL IMPACT	\$ 94,825,301	\$ 372,150	\$ 2,082,072	\$ 6,540,245	\$ 9,438,297	\$ 18,432,765
Savings to Fund Contract:						
workgroup reorg		\$ (486,000)	\$ (486,000)	\$ (486,000)	\$ (486,000)	\$ (1,944,000)
operating efficiencies resulting in reduced manpower slots	30		\$ (2,495,370)	\$ (2,570,070)	\$ (2,646,750)	\$ (7,712,190)
		\$ (113,850)	\$ (899,298)	\$ 3,484,175	\$ 6,305,547	\$ 8,776,575

- Assumes 30 fewer firefighter positions in 2012 – 2014; no change in overall staffing or rank
- Assumes all firefighters' longevity changes each year
- Assumes salary increase is based on 2010 base salary
- Savings tied to firefighters dropping out of required PERF contribution (i.e., movement from 32 yrs. to 33 yrs.)
- Assumes 80% participation for deferred compensation, physical fitness, and perfect attendance with a "hard dollar" cap
- Additional PEHP, physical fitness and perfect attendance bonus contingent on operating efficiencies

A. Salary Related Items.

Salary Adjustment Change Table				
	2011	2012	2013	2014
Salary Adjustment	0%	1%	3%*	3%*
PERF Adjustment	0%	0%	0%	0%
Longevity	\$0	\$0	\$0	\$0
EMT Pay	\$0	\$0	\$0	\$0
EMT Pay Rolled into Base	\$400	\$200	\$0	\$0
Clothing Allowance	\$0	\$250	\$250	\$0
RHIF Contribution/PEHP	\$0	\$250	\$0	\$0
Meal Allowance	\$0	\$0	\$0	\$0
Medic Pay	\$0	\$0	\$0	\$0

1. **Salary:** Assumes that the Department receives revenues necessary to fund IFD operating and pension budgets; and, that to have sufficient revenue to fund the Agreement in 2013 and 2014, the City must receive revenue from all sources for 2013 and 2014, including, but not limited to, LOIT, COIT, and property taxes based upon the unit's maximum ad valorem property tax levy per I.C. 6-1.1-18.5-2. If these assumptions are not met, the City may declare the Agreement "open" for further negotiations of salaries and of health insurance benefits only.
2. **Longevity:** No change to Longevity table; however, officers continue to move through longevity "steps."
3. **EMT Pay:** No change to scale; however, longevity pay now included in PERF Base calculation.
4. **Post Employment Health Plan (PEHP):** Any benefits provided regarding the Physical Fitness Bonus, Perfect Attendance Bonus, and PEHP are effective only if thirty (30) staffing positions are eliminated by January 1, 2012, in connection with the "cost savings goal" contemplated by the parties. Department employees who leave employment due to retirement, the DROP program or involuntary termination will not be counted toward the cost savings goal. **Annual documentation from IFD will be provided to support any promised savings from reorganization and headcount reduction.**

Maximum funding: \$250/year (years 2012 – 2014 only)

5. **Deferred Compensation.** Contribution is frozen at the current contribution of \$37.50 per pay. City contributes \$.25 for each \$1.00 that a union member contributes to his/her 457(b) account.
6. **Insurance Advisory Committee:** Committee comprises one FOP member, one local 416 member, one AFSCME local member, and the City's healthcare advisor as a non-voting member.

B. Non-Salary Related Items.

1. **Housework (Maintenance) Fund:** 2010 funding level per station: \$75/station member/year.
 - a) 2011: \$75/station member/year
 - b) 2012: \$85/station member/year
 - c) 2013: \$95/station member/year
 - d) 2014: \$105/station member/year
2. **House Captain Pay:** 2010 funding level: \$150/year.
 - a) 2011: \$1,000/year
 - b) 2012: \$1,200/year
 - c) 2013: \$1,200/year
 - d) 2014: \$1,200/year

3. Physical Fitness Bonus: 2010 funding level: \$0/year.

Any benefits provided regarding the Physical Fitness Bonus, Perfect Attendance Bonus, and PEHP are effective only if thirty (30) staffing positions are eliminated by January 1, 2012, in connection with the "cost savings goal" contemplated by the parties. Department employees who leave employment due to retirement, the DROP program or involuntary termination will not be counted toward the cost savings goal. Annual documentation from IFD will be provided to support any promised savings from reorganization and headcount reduction.

Maximum Bonus: \$400/year

4. Perfect Attendance Bonus: 2010 funding level: \$0/year.

Any benefits provided regarding the Physical Fitness Bonus, Perfect Attendance Bonus, and PEHP are effective only if thirty (30) staffing positions are eliminated by January 1, 2012, in connection with the "cost savings goal" contemplated by the parties. Department employees who leave employment due to retirement, the DROP program or involuntary termination will not be counted toward the cost savings goal. Annual documentation from IFD will be provided to support any promised savings from reorganization and headcount reduction.

Maximum Bonus: \$1000/year (beginning in 2013)

- Bonus is payable in the year *following* the year the bonus and is accrued as follows:
 - a) Dept. members having perfect attendance (as defined by the applicable General Order(s) of the Indianapolis Fire Dept.) from January 1 to June 30 of the four applicable years of the contract will be eligible for a maximum bonus of up to \$500 *in the year following*.
 - b) Dept. members having perfect attendance (as defined by the applicable General Order(s) of the Indianapolis Fire Dept.) from July 1 to December 31 of the four applicable years of the contract will be eligible for a maximum bonus of up to \$500 *in the year following*.

To: Robert Lutz, Chair, Rules and Public Policy Committee
CC: Robert Elrod, Counsel to the Council
Jim Steele, Council CFO
From: Jeff Spalding, Controller, Office of Finance and Management
Samantha Karn, Corporation Counsel
Date: January 11, 2011
Re: Fiscal Impact Statement for City's Contract with the Fraternal Order of Police

On behalf of the parties to the tentative agreement between the City of Indianapolis and the Fraternal Order of Police ("FOP"), we respectfully submit the fiscal impact statement for the agreement and request that it be placed on the agenda for the Rules and Public Policy Committee meeting for January 11, 2011.

The Employer/Employee Cooperation Procedure, commonly referred to as the Collective Bargaining Ordinance, was passed by the City County Council on August 6, 2001. Section 291-610 of that ordinance requires the city to submit a fiscal impact statement to the Rules and Public Policy Committee of the City County Council for review, once a tentative agreement has been reached by the bargaining parties.

The City and the FOP began negotiations for a new contract for the FOP in the spring of 2010. The parties have now reached a tentative agreement. The agreement provides that the base pay for fire fighters will not increase in 2011. In 2012, the wage increase is 1%. In 2013 and 2014, the wage increase is 3% with a reopener. The reopener is based on the state ad valorem property tax and can be triggered such that the City and/or Local 416 could choose to reopen the contract, strictly regarding wages and healthcare.

The \$400 Field Duty pay will be rolled into the base pay on 1/1/2011, and the special pay will be eliminated. \$400 of the \$600 Detective Position pay will be rolled into the base on 1/1/2011, and the remaining \$200 will be rolled into the base on 1/1/2012, thereby eliminating the special pay.

The City froze its maximum contribution to an FOP member's deferred compensation account - \$37.50 per pay for 2011-2014. The general provision states that the City will contribute \$.25 for every \$1.00 that an officer contributes into his/her 457(b) account. The City also froze the longevity schedule, but officers will continue to move through the steps of the schedule.

The attached fiscal impact statement is broken down by each economic term of the agreement. If you have any questions regarding the fiscal impact statement or require further information, please contact Samantha Karn at 327-4055 or Jeff Spalding at 327-5722.

**FISCAL IMPACT STATEMENT
OF THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
CONSOLIDATED CITY OF INDIANAPOLIS, MARION COUNTY
AND THE
INDIANAPOLIS FRATERNAL ORDER OF POLICE
LODGE 86
AS THE EXCLUSIVE REPRESENTATIVE OF
INDIANAPOLIS METROPOLITAN POLICE DEPARTMENT**

AGREEMENT SUMMAY FOUR-YEAR AGREEMENT: 2011 - 2014

Total Estimated Fiscal Impact. The total estimated impact of the proposed Agreement is summarized below:

	Fiscal Impact: 2011 - 2014				
	2011 Diff from Base	2012 Diff from Base	2013 Diff from Base	2014 Diff from Base	CUMULATIVE ADD'L COST V. BASE
Salary	\$ -	\$ 1,001,195	\$ 4,034,818	\$ 7,159,449	\$ 12,195,462
Longevity	\$ 332,750	\$ 689,760	\$ 1,066,600	\$ 1,463,240	\$ 3,552,350
Field Duty Pay (FDP)		\$ 220,000	\$ 220,000	\$ 220,000	\$ 660,000
1977 Pension - FDP & Detective	\$ 119,520	\$ 179,280	\$ 179,280	\$ 179,280	\$ 657,360
1977 Pension - Salary and Longevity	\$ -	\$ 173,319	\$ 698,475	\$ 1,239,386	\$ 2,111,181
TOTAL IMPACT	\$ 452,270	\$ 2,263,554	\$ 6,199,173	\$ 10,261,355	\$ 19,176,353

- Assumes all IMPD longevity changes each year
- Assumes salary increase is based on 2010 base salary

Salary Adjustments.

Salary Adjustment Change Table				
	2011	2012	2013	2014
Salary Adjustment	0%	1%	3%*	3%*
PERF Adjustment	0%	0%	0%	0%
Longevity	\$0	\$0	\$0	\$0

1. ***Salary:** Assumes that the Department receives revenues necessary to fund IMPD operating and pension budgets; and, that to have sufficient revenue to fund the Agreement in 2013 and 2014, the City must receive revenue from all sources for 2013 and 2014, including, but not limited to, LOIT, COIT, and property taxes based upon the unit's maximum ad valorem property tax levy per I.C. 6-1.1-18.5-2. If these assumptions are not met, the City may declare the Agreement "open" for further negotiations of salaries and of health insurance benefits only.
2. **Longevity:** No change to Longevity table; however, officers continue to move through longevity "steps."
3. **Field Duty Pay:** Eliminated special pay for field duty
 - Roll \$400 field duty pay into base on 1/1/2011
4. **Detective Special Pay:** Eliminated special pay for detective position
 - Roll \$400 of \$600 field duty pay into base as of 1/1/2011
 - Roll the remaining \$200 of \$600 field duty pay into base as of 1/1/2012
5. **Deferred Compensation.** Contribution is frozen at the current contribution of \$37.50 per pay. City contributes \$.25 for each \$1.00 that a union member contributes to his/her 457(b) account.
6. **Insurance Advisory Committee:** Committee comprises one FOP member, one local 416 member, one AFSCME local member, and the City's healthcare advisor as a non-voting member.